Alleger-Provided Discommination Tireline

200-2002 Timeline

Spring 2001

President's Staff Meeting

"Leadership is a nuclear safety issue" conversation

Monthly meetings 2001-2002*

President and Kymn

Areas of concern re. Leadership, engagement, impact on Operators

Safety and decision making

January 2002

Salem Operations Manager not doing his job

Leadership and safety concerns

February 2002

Salem Operations Manager not doing his job

Leadership and safety concerns

VP and Director of Operations pressuring Operations for production over

safety decision meeting

March

"Rift" between Operators with Licenses and Senior Mgt. .

Joint meeting worsens the gap--senior leadership not listening

Operations Manager still not doing his job

April 2002

Operations Manager resigns---says Sr. Leadership lack of integrity and

decision making is the issue

May 2002

Meeting with President

"We do not have the leadership team that can take us to excellence"

Concerns about example-we are setting, impact on safety, site

performance

One-on-One meetings with President get cancelled for several months

* Will obtain specific dates

information in this record was deleted in accordance with the Freedom of Information

Act, exemptions OC FOIA- 2005-194

2003 Timeline

Jan 2003

One-on-One meeting with

Clearly state concerns about leadership at the Director level Two directors not doing their jobs----one in over his head, one disconnected/disengaged; both causing lack of confidence in

Site Senior Leadership

Concerns stated about Salem Operations---Operations Manager

Out of touch with his people; morale very low; anger and frustration very

high; concern about safe operations of the facility Ask to report to and for INPO responsibility

Feb 26, 2003

....

One on One meeting with

Clearly reiterate concerns stated last month; discuss lack of

Progress and increased concern for plant impact. Gave direct feedback on management team and concerns about what I had heard from Union guys at Salem. Danger to themselves (injuries) and others (operations issues,

human performance events, etc.)

Stated burden on and need for leadership changes--many high level people not being accountable, in over their heads, and we are not set up to win. Ask to report to and INPO

responsibility

"I have some bad news. Your position is being eliminated. This is not about performance. You have worked tirelessly. We have to make drastic change and this about that."

Feb. 26, 2003

Meeting with HR says still go on your plant visits--continue to do your job.

Feb 27-28, 2003

Emails to response.

March 5, 2003

Discussion with the re. plant visits

March 7, 2003

"I'm telling you not to go. doesn't want you to go"

One-on-One meeting with

"I'm not going"

March 13, 2003

Meeting with attorney (taping in NJ is legal)

2003 Timeline continued

March 20, 2003 One-on-One meeting with (taped)

Discussion of position elimination

Reported safety vs. production issues and senior leadership

Concerns about decision-making; "dangerous"

says "That's a bunch of bullshit"

March 21, 2003 Call from

Must meet with HR manager Monday

Subject: Your layoff

March 24, 2003 Meeting with (taped)

wants to accelerate your departure date" I protest. No choice. Must leave site by 3/28.

Exit interview 4/16 as planned.

Met with

Unwilling to engage in "how it really is" conversation behind closed door

March 25, 2003 Send letter to Chairman of the Board

Meet with Employee Concerns

March 26,2003 Call from HR (taped)

want you to do exit interview on 3/28.

Bring all company property and plan to turn in your badge.

Request via attorney for meeting with safety investigator

Confrontation of (taped)

March 28, 2003 Last day

Statement read at staff meeting, manager meeting, and

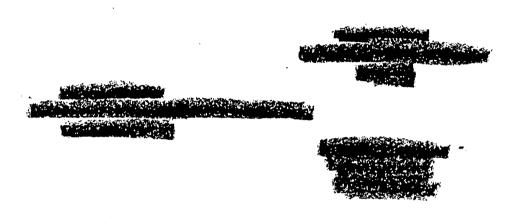
training center

March 31, 2003 Request email/voicemail in effect until 4/16

Email/voicemail eliminated same day

KEY PLAYERS

Before April 1, 2003



April 1, 2003

